

COLLEGE STATION FIRE DEPARTMENT

PROFESSIONAL DEVELOPMENT GUIDE

Revised August 6, 2003

Forward

The College Station Fire Department Professional Development Guide outlines a program that clearly states the goals and objectives that are required to successfully advance one's career. The program is a career guide. It is not the Fire Department's intent to be responsible for providing funding to individuals or to guarantee class placement. Whenever possible, the Fire Department will provide funding for specific classes.

As the National Fire Academy, the city, and the Texas Fire Commission make changes to their course content, titles, or training requirements – this document may be modified. If modifications are necessary all personnel will be notified.

The original Development Guide was written in 1993 by Battalion Chief Thomas Goehl, with assistance from William Kennedy, Fire Chief; Bland Ellen, Assistant Chief for Management Services; and David Giordano, Assistant Chief for Operations and Planning.

Revised:

August 1994

March 1995

September 1995 – Bart Humphreys, Training Officer with assistance from Eric Hurt, Assistant Chief for Management Services.

December 1995

July 1998 – Bobby Rhodes, Ernie Goode, Robert Mumford, Pat Quinlan, Fred Rapczyk, Jim Barker, Matt Harmon, Greg Rodgers, Andy Ramirez, and Mike Ruesink with the assistance of Fire Chief David Giordano.

August 1999

Minimum Standards Firefighter 3 - Probationary

Minimum Requirements

1. Successfully complete a Texas Commission on Fire Protection (TCFP) approved structure fire protection basic curriculum and pass the standardized written and skills tests prior to or within one year of employment.
2. Successfully complete a Texas Department of Health (TDH) approved Emergency Medical Technician- Basic curriculum and pass the standardized written and skills tests prior to or within one year of employment.
3. Meet all City of College Station pre-employment requirements.
4. Present original documentation of certification(s) upon request.

Required Time in Service

1. No required time in service.

Requirements

1. Maintain minimum continuing education hours as required by TDH for current level of certification.
2. Pass required EMS skills proficiency for current level of certification.
3. Pass the following examinations (minimum score of 70%)
 - A. EMS protocol examination within three months of employment.
 - B. CSFD FF 2 examination at twelve months of employment.
 - C. Territory examination during first six months of employment.
 - D. Complete Emergency Vehicle Operations Class (EVOC) within twelve months of employment.

Firefighter 3nd Class- Probationary **will not** be allowed to operate any department apparatus until the territory test and EVOC have been successfully completed.

Performance Evaluation

1. Meet minimum expectations on performance evaluations.
2. Complete CSFD new employee orientation requirements
3. Complete City of College Station new employee orientation.

Minimum Standards Firefighter 2nd Class (Non-Probationary)

Minimum Requirements

1. Successfully complete one year probationary period.
2. Hold a Texas Department of Health EMT-B or higher certification.
3. Successful completion of Firefighter two examination process.

Required Time in Service

One year as probationary Firefighter

Required Classes as Firefighter 2nd Class

Obtain Texas Department of Health EMT-Paramedic certification as required by the department.

Performance Evaluation

Meet minimum expectations on performance evaluations.

Minimum Standards Firefighter 1st Class

Minimum Requirements

1. Hold rank of Firefighter 2nd Class.
2. Successfully complete a department approved Fire Pump Operations class
3. Hold Texas Department of Health EMT-Paramedic certification. (if required by the Dept.)
4. Successfully complete six (6) college credit hours in any discipline.

Required Time in Service

One year as Firefighter 2nd Class.

EMS Requirements

1. Maintain TDH required continuing education hours for level of certification held.
2. Pass required EMS skills proficiency for current level of certification

Testing Requirements

1. Firefighter first class written examination passing score of 70%

Performance Evaluation

1. Meet minimum expectations on performance evaluations.

Minimum Standards Driver/Engineer

Minimum Requirements

1. Hold rank of Firefighter First Class
2. Hold Texas Department of Health EMT-Basic or higher certification
3. Successfully complete the following:
 - a. City Supervisory Academy (short course)
 - b. Fire Officer Development I - TEEX or department approved substitute
4. Eighteen (18) college hours in any discipline or TDH EMT-P certification

Required Time in Service

1. Two years as Firefighter First Class

EMT Requirements

1. Maintain TDH required continuing education hours for level of certification held
2. Pass required EMS skills proficiency for level of certification held

Testing Requirements

1. Driver/Engineer written examination minimum passing score 70%
2. Successful completion of department pump operations and aerial apparatus courses.

Performance Evaluation

1. Meet minimum expectations on performance evaluation

Minimum Standards Fire Lieutenant

Minimum Requirements

Option one (this option will be deleted May 31, 2004)

1. Hold rank of Firefighter First class for eight years
2. Hold TDH EMT-Basic or Higher certification
3. Successfully complete:
 - a. City Supervisory Academy (long course)
 - b. Fire Officer Development: any one of II-VI
 - c. Fire Inspection Principals: NFA
 - d. Fire Origin and Cause Determination: NFA
 - e. Introduction to Emergency Management: DEM
 - f. Instructional Techniques for Company Officers: NFA
4. Sixty College credit hours

Option two

1. Hold rank of Driver/Engineer for two years
2. Hold TDH EMT-Basic or higher certification
3. Successfully complete:
same as A-F under option one
4. Thirty college credit hours
5. Six years with the department

Option three

1. Hold rank of Driver/Engineer for six years
2. Hold TDH EMT-Basic or higher certification
3. Successfully complete:
same as A-F under option one
4. Twelve years with the department

EMS Requirements

1. Maintain TDH required continuing education for level of certification held
2. Pass required skills proficiency for level of certification held

Testing Requirements

1. Lieutenants written examination minimum passing score 70%
2. Pass Lieutenant Assessment Center

Performance Evaluation

1. Meet minimum expectation on performance evaluations

Minimum Standards Battalion Chief

Minimum Requirements

Option One

1. Hold Rank of Lieutenant for four years
2. Hold Texas Fire Commission Structural Fire Fighting Master Certification (1998 standards)
3. Fifteen years service with the department

Option two

1. Hold rank of Lieutenant for three years
2. Associate degree or higher in any discipline
3. Ten years service with the department

EMS Requirements

1. Maintain TDH required CE hours for level of certification held
2. Pass required EMS skills for certification level held

Testing Requirements

1. Battalion Chief written examination pass with minimum score of 70%
2. Successful completion of Battalion Chief Assessment center

Performance Evaluation

1. Meet minimum expectations on performance evaluation